

manpower problems, labor relations, and organizational theory.

Doctoral Thesis: Manpower Substitution in the Hospital Industry

Financial Support: Doctoral Study Awards, Research Assistantships, Ford Foundation Award, and Dissertation Grant from the Manpower Administration, U.S. Department of Labor.

BOSTON UNIVERSITY - M.B.A. in Human Relations with Distinction

Part-time teaching assistant

Master's Thesis: White Collar Unionism in the United States

NORTHEASTERN UNIVERSITY - B.S. in Industrial Relations with strong concentration in

Economics

Dean's List, major student activities

Varied work experience under the co-operative work-study program

HONORS AND AWARDS

Selected as a coeditor of a special issue of *Journal of Health Administration Education* on the topic "Doctoral Education on Health Administration and Policy," to be published in Spring 2008 issue.

Awarded a Research Incentive Award, University of Central Florida, May 2007.

Won "Best Paper in the Healthcare Hospitality Management Track" for the Southern Management Association Meeting, Clearwater, Florida, November 2006.

Selected Interviewee for "Conversations With Leaders in Our Field: Myron Fottler" In R. Wells, ed. *Footnotes: A Academy of Management Healthcare Management Division Newsletters*. Spring 2005, 8-12.

Won award for the "Best Paper in the Healthcare / Hospitality Management Track" for the 2005 Southern Management Association Meeting, San Antonio, Texas, November 2004.

Invited to submit an article on any topic to *Health Care Management Review*. (2003)

Selected as a co-editor of a special forum in *Health Care Management Review* on the topic of "Stakeholder Management in Health Care" published in the Spring 2002 issue

Winner of the "Faculty Publication of the Year" Award sponsored by the Marriott Corporation and the American Association of Medical Administrators, Las Vegas, Nevada. October 2001.

Selected as a co-editor of a special issue of *Journal of Health Administration Education* on the topic of "Doctoral Education in Health Administration and Policy" published in Summer 2001 issue.

Winner of "Outstanding Service" Award from the Health Care Management Division, Academy of Management, August 1999. This award will be given annually in my name.

First Runner-Up for the "Faculty Publication of the Year" Award sponsored by the American Association of Medical Administrators, November 1998.

Elected to the Southern Management Association Fellows Group, June 1998.

Selected as a founding co-editor for an annual research volume titled *Advances in Health Care Management* sponsored by JAI Press of Greenwich, CT, (with John Blair and Grant Savage), April 1998.

Second place winner of the "Faculty Publication of the Year" Award sponsored by the American Association of Medical Administrators, November 1997.

Edgar C. Hayhow Award for the Outstanding Article Published in *Hospital and Health Services Administration* in 1996 sponsored by the American College of Healthcare Executives, Chicago, March 1997.

Elected to The Alpha Eta Society, the national allied health honor society for demonstrated leadership and achievement in an allied health profession, June 1997.

Award for "Best Paper Based on a Dissertation" by the Health Care Administration Division of the Academy of Management, Cincinnati, Ohio, August 1996.

Award for "Best Theory to Practice Paper" by the Health Care Administration Division of the Academy of Management, Vancouver, B.C., August 1995.

Awarded "Certificate of Appreciation" by the Ph.D. Students in Administration-Health Services, University of Alabama at Birmingham, December 1994.

Second Place Winner of the "Faculty Publication of the Year Award" sponsored by the American Association of Medical Administrators, November 1993.

Selected as "Distinguished Lecturer" at the Army-Baylor program, San Antonio, November 1992.

Selected as "Distinguished Speaker in Health Organization Management," Texas Tech University, April 1988.

Elected to Beta Gamma Sigma, the national scholastic honorary society in the field of business and administration, May 1986.

Honored for "Outstanding Leadership" by the Ph.D. students in Administration-Health Services, University of Alabama at Birmingham, November 1985.

Selected as a "Distinguished Speaker" at the Duke University Medical Center, February, 1985.

Biographical Note Listed in the Following Publications:

Who's Who in America

Dictionary of International Biography

Contemporary Authors

Who's Who in the World

Who's Who in the East

American Men and Women of Science

The Writer's Directory

Community Leaders and Noteworthy Americans

Who's Who in Consulting

University Consultants Register

Outstanding Young Men in America

Personalities of the South

International Writers and Authors Who's Who

International Businessmen's Who's Who

International Directory of Business and Management Scholars and Research (Harvard Business School)

Directory of American Scholars

2000 Outstanding Scholars of the 20th Century

Outstanding People of the 20th Century

ACADEMIC AND LEADERSHIP EXPERIENCE

1999-Present COLLEGE OF HEALTH AND PUBLIC AFFAIRS
UNIVERSITY OF CENTRAL FLORIDA

Professor and Executive Director of Health Services Administration Programs

Led a successful effort to achieve initial and subsequent master's program accreditation for the M.S.H.S.A. Program from the Commission on Accreditation in Health Management Education (2004 and 2007).

1983-1999 SCHOOL OF BUSINESS AND SCHOOL OF HEALTH RELATED PROFESSIONS,
THE UNIVERSITY OF ALABAMA AT BIRMINGHAM

Professor and Director of the Ph.D. Program in Administration-Health Services.

Responsible for administrative activities associated with the Ph.D.

Program including student recruitment, student selection, comprehensive exams, course scheduling, dissertation processes, and job placement.

Senior Scholar, Lister Hill Center for Health Policy

Adjunct Professor, Department of Sociology

Adjunct Professor, School of Public Health

1976-1983 COLLEGE OF COMMERCE AND BUSINESS ADMINISTRATION, THE UNIVERSITY OF
ALABAMA

Professor of Health Care Management and Human Resources Management (1979-1983)

Director of the undergraduate program in health care management (1979-1983) responsible for all administrative activities related to program management.

Associate Director, Human Resources Institute (1978-1983)

Associate Professor of Health Care Management and Human Resources Management
(1976-1978)

Adjunct Professor of Community Health Sciences (1979-1983)

1975-1976 COLLEGE OF BUSINESS ADMINISTRATION, THE UNIVERSITY OF IOWA
Visiting Associate Professor of Industrial Relations

Summer 1975 INDUSTRIAL RELATIONS CENTER, THE UNIVERSITY OF MINNESOTA
Visiting Faculty Member

1967-1975 SCHOOL OF MANAGEMENT, S.U.N.Y. AT BUFFALO
Lecturer in Industrial Relations, 1968-1970

Assistant Professor of Industrial Relations and of Environmental Analysis and Policy, 1970-1975

1965-1966 GRADUATE SCHOOL OF BUSINESS, COLUMBIA UNIVERSITY
Research Assistant

Summer 1965 EXECUTIVE PROGRAM IN BUSINESS ADMINISTRATION, COLUMBIA UNIVERSITY
Assistant to the Director for the 28th Session, Arden House Campus, Harriman, New
York

Summer 1963 U.S. DEPARTMENT OF LABOR, WASHINGTON, D.C.
Boston University Student Representative. Research concerning the Management Intern
Program and other aspects of personnel administration.

EDITORIAL ACTIVITIES

Member of the editorial board of Health Care Management Review (1987 to present).

Member of the editorial board of Medical Care Review (1993 to 1994).

Member of the editorial board of Medical Care Research and Review (1994 to present).

Member of the editorial board of International Journal of Applied Quality Management (1998 to present).

Member of the editorial board of Journal of Health Administration Education (1998 to 2006).

Member of the editorial board of Journal of Behavioral Economics (1977-1990).

Founding Co-Editor of Advances in Health Care Management, an annual book series sponsored by JAI
Press of Greenwich CN. (1998-present).

Chair of Editorial Board of AUPHA/Health Administration Press (2000-2001)

Member of the Editorial Board of AUPHA/Health Administration Press (2001-2006)

Ad hoc reviewer for Hospital and Health Services Administration (1987 to present).

Ad hoc reviewer for the Industrial and Labor Relations Review (1978, 1979).

Ad hoc reviewer for the Journal of Management (1978, 1984, 1985, 1986, 1990).

Ad hoc reviewer for the Health Care Management Review (1979, 1980).

Ad hoc reviewer for Medical Care (1981).

Ad hoc reviewer for Health Services Research (1983).

Ad hoc reviewer for Academy of Management Review (1983, 1984, 1991, 1996).

Ad hoc reviewer for Academy of Management Journal (1984, 1994).

Ad hoc reviewer for Industrial Relations (1984).

Ad hoc reviewer for Journal of Occupational Behavior (1985).

Ad hoc reviewer for Health Care Financing Review (1988, 1989, 1990).

Ad hoc reviewer for Journal of Health Administration Education (1990, 1993, 1995).

Ad hoc reviewer for Journal of Labor Studies (1994 to present).

Ad hoc reviewer for American Journal of Managed Care (1999 to present).

PROFESSIONAL MEMBERSHIPS

American College of Healthcare Executives (Faculty Associate)

1997 winner of the Edgar C. Hayhow Award for the Outstanding Article in *Hospital and Health Services Administration* in 1996.

Member of the Regents Advisory Committee for Central Florida (2000 – present)

Industrial Relations Research Association

Medical Group Management Association

Presenter at the Strategic Leadership Institute and the MGMA meetings. (1992-1995).

Academy of Management

Chair, Research Committee, Healthcare Management Division (2006-present).

Received the “Myron D. Fottler Outstanding Service Award” from the Healthcare Management Division, August 1999.

Member of the Program Committee for the Personnel/Human Resources Division (1977 and 1981).

Judge for the Institute for Administrative Research Proposal Award Contest "Administrative Research in Health Care" jointly sponsored by the I.A.R. and the Academy of Management (1976-1977).

Winner of a \$250 Merit Award in the Proposal Award Contest for a proposal entitled "The Economic and Non-Economic Impact of Labor Unions in the Health Care Industry," sponsored by the Academy of

Management and the Institute for Administrative Research (1978).

Chairperson and/or discussant for various sessions at the national meetings (1978-present).

Publicity Director for the Health Care Administration Division (1978-1982).

Member of the Program Committee of the Health Care Division (1980 to present).

Member of the Executive Committee of the Personnel/Human Resources Division (1981-1984).

Winner of a \$250 Research Proposal Award in Long-Term Administration given by The Samuel Brofman Foundation (1981).

Program Chairperson, Health Care Administration Division (1983).

Chairperson Elect, Health Care Administration Division (1983-1984).

Member of the Committee on Divisions, Academy of Management (1985).

Chairperson, Health Care Administration Division (1984-85).

Coordinator of the Doctoral Consortium, Health Care Administration Division, Academy of Management, Chicago, August 1986.

Paper reviewer for submissions to annual meeting, 1976-present.

Invited speaker at the Doctoral/Junior Faculty Consortium of the Health Care Administration Division of Academy of Management, each year from 1986 to present.

Association of University Programs in Health Administration

Site visitor for the Accrediting Commission for Education in Health Administration (1989-present). University programs visited and evaluated include Ohio State University, The University of Southern California, Trinity University, and the University of Miami.

Chair, Doctoral Education Faculty Forum (1989-2005 and 2007-present).

Chair, Fund Raising Committee for the 2009 Annual Meeting.

Member, Program Planning Committee for the 1996 annual meeting in Atlanta and the 2000 meeting in Los Angeles, the 2001 meeting in Washington, D.C., and the 2007 meeting in Orlando.

Member, Task Force on CEO Evaluation (1997).

Southern Management Association

Associate Program Chairperson for Health Care and Public Sector Management (1979, 1983, 1987, 1990, and 1994).

Southern Industrial Relations Research Association

One of the original founders of this regional association (1980).

Member of the planning committee for the annual regional seminar in Tuscaloosa, AL (1980), Atlanta, GA (1982), Birmingham, AL (1984), Boone, NC (1985), Columbia, SC (1986), St. Petersburg, FL (1987), and Memphis, TN (1990).

Chairperson for various sessions at these meetings, 1980-present.

PUBLICATIONS

Books

1. Myron D. Fottler, *Manpower Substitution in the Hospital Industry: A Study of New York City Voluntary and Municipal Hospital Systems* (New York: Frederick A. Praeger, Inc., 1972), 192 pp.

Reviewed in the *Journal of Business*, October 1973; *Program Notes* (Official Publication of the Association of University Programs in Health Administration), November 1973; *Industrial and Labor Relations Review*, January 1974; *Choice*, April 1974; and *Hospital Administration*, Fall 1974.
2. Howard L. Smith and Myron D. Fottler, *Prospective Payment: Managing for Operational Effectiveness*, (Rockville, MD: Aspen Systems Corporation 1985), 265 pp.

Selected as 1985 Book of the Year by the *American Journal of Nursing*. Reviewed in *American Journal of Nursing* (December 1985). *Hospital and Health Services Administration* (Fall 1986); and *Medical Care* (October 1986).
3. Myron D. Fottler, S. Robert Hernandez, and Charles L. Joiner, eds. *Strategic Management of Human Resources in Health Services Organizations* (New York: John Wiley, 1988), 454 pp.
Reviewed in *Hospital and Health Services Administration* (January 1989).
4. Stella M. Nkomo, Myron D. Fottler, and R. Bruce McAfee, *Applications in Personnel/Human Resources Management* (Boston: PWS--Hunt Publishing Company, 1988), 234 pp.
5. John D. Blair and Myron D. Fottler, *Challenges in Health Care Management: Strategic Perspectives for Managing Key Stakeholders* (San Francisco: Jossey-Bass, 1990), 372 pp.

Selected by the 1992 Best Books Committee of the American College of Health Care Executives as one of four books recommended to their 25,000 members. Selected as one of six finalists for the Academy of Management's George R. Terry Award for the 1990-1991 book which made the greatest scholarly contribution to the field of management.
6. Stella M. Nkomo, Myron D. Fottler, and R. Bruce McAfee, *Applications in Human Resources Management*, 2nd ed. (Boston: PWS--Kent Publishing Company, 1992).
7. Keith D. Blayney, Richard W. Bamberg, Myron D. Fottler, and Pamela Mott, eds. *Assessing Health Manpower Shortages: A Multiskilled Health Practitioner Book* (Battle Creek, Michigan: W. K. Kellogg Foundation, 1992).
8. Myron D. Fottler, S. Robert Hernandez, and Charles L. Joiner, eds., *Strategic Management of Human Resources in Health Services Organizations*, 2nd ed. (Albany, NY: Delmar Publishers, 1994.)
9. John D. Blair, Myron D. Fottler, Andrea R. Paolino, and Timothy M. Rotarius, *Medical Groups Face the Uncertain Future: Challenges, Opportunities, and Strategies* (Englewood, Colorado: Center for Research in Ambulatory Health Care Administration, 1995). Research monogram distributed to 20,000 health care executives and physician leaders by the Medical Group Management Association.

10. Stella M. Nkomo, Myron D. Fottler, and R. Bruce McAfee, *Applications in Human Resources Management, 3rd ed.* (Cincinnati, OH: Southwestern Publishing Company, 1996).
11. Myron D. Fottler, S. Robert Hernandez, and Charles L. Joiner, eds. *Essentials of Human Resources Management in Health Services Organizations* (Albany, N.Y.: Delmar Publishers, 1998).
12. John D. Blair and Myron D. Fottler, *Strategic Leadership for Medical Groups: Navigating Your Strategic Web* (San Francisco: Jossey-Bass, 1998).
13. Stella M. Nkomo, Myron D. Fottler, and R. Bruce McAfee, *Applications in Human Resource Management, 4th ed.*(Cincinnati, OH.: South-Western College Publishing, 1999).
14. John D. Blair, Myron D. Fottler, and Grant T. Savage, eds, *Advances in Health Care Management, Vol.1* (Stamford, CN.:JAI Press, 2000).
15. Myron D. Fottler, Grant T. Savage, and John D. Blair, eds. *Advances in Health Care Management, Vol.2* (Amsterdam:JAI/Elsevier Science, 2001)
16. Myron D. Fottler, Robert C. Ford, and Cherrill P. Heaton, *Achieving Service Excellence: Strategies For Healthcare.* (Chicago:Health Administration Press, 2002).
17. Grant T. Savage, John D. Blair, and Myron D. Fottler, eds., *Advances in Health Care Management, Vol. 3* (Amsterdam: JAI/Elsevier Science, 2002).
18. John D. Blair, Myron D. Fottler, and Albert C. Zapanta, eds. *Advances in Health Care Management, Volume 4: Bioterrorism, Preparedness, Attack, and Response.* (Amsterdam: JAI/Elsevier Science, 2004).
19. Stella M. Nkomo, Myron D. Fottler, and R. Bruce McAfee, *Applications in Human Resources Management, 5th ed.* (Cincinnati, OH: Southwestern College Publishing, 2005).
20. Bruce J. Fried, Myron D. Fottler, and James A. Johnson, eds. *Human Resources in Healthcare: Managing for Success, 2nd ed.* Chicago: Health Administration Press, 2005.
21. John D. Blair and Myron D. Fottler, *Advances in Health Care Management: Strategic Thinking and Entrepreneurial Action in Healthcare.* Vol. 6. (Amsterdam: JAI/Elsevier Science 2007)
22. Stella M. Nkomo, Myron D, Fottler, and R. Bruce McAfee, *Human Resources Management Applications: Cases, Exercises, Incidents, and Skill Builders., 6th Ed.* (Cincinnati, OH: Southwestern College Publishing, 2008)
23. Bruce J. Fried, & Myron D. Fottler, eds. *Human Resources in Healthcare Managing for Success, 3rd. Ed.* (Chicago: Health Administration Press, 2008).
24. Myron D. Fottler, Naresh Khatri, & Grant T. Savage. *Advances in Healthcare Management: Strategic Human Resource Management in Health Care, Volume 9.* (Bingley, UK: Emerald Group Publishing Limited 2010).
25. Myron D. Fottler, Robert C. Ford, and Cherrill P. Heaton, *Achieving Service Excellence, Strategies for Healthcare, 2nd Ed.* (Chicago: Health Administration Press, 2010).
26. Stella M. Nkomo, Myron D, Fottler, and R. Bruce McAfee, *Human Resources Management*

Applications: Cases, Exercises, Incidents, and Skill Builders, 7th Ed. (Mason, OH: Southwestern College Publishing, 2011)

27. Myron D. Fottler and Donna M. Malvey, *The Retail Revolution in Health Care*. (Santa Barbara, CA: Praeger, 2010).
28. Bruce J. Fried, & Myron D. Fottler, eds. *Essentials of Human Resources Management*, Ed. (Chicago: Health Administration Press, 2010).
- 29.

Book Chapters

1. Myron D. Fottler, "Current Status of Alabama Health Insurance Programs," *The University of Alabama Conference on Health Care Financing*, May 1977, 28-38.
2. Myron D. Fottler, "Health and Medical Services," *Alabama Economic Outlook* (Montgomery, AL: Alabama Development Office 1978), 65-69.
3. Myron D. Fottler and William F. Maloney, "Guidelines to Productivity Bargaining in the Health Care Industry," in Norman Metzger, ed. *Handbook of Health Care Personnel Administration and Labor Relations* (Rockville, MD: Aspen Systems, Inc., 1981), 697-708.
4. Myron D. Fottler and Craig Norell, "State Government Personnel Directors: A Comparative Analysis of Their Background Characteristics and Qualification," in Donald E. Klinger, ed. *Public Personnel Management: Readings in Contexts and Strategies* (Palo Alto, CA: Mayfield Publishing Co., 1981), 60-68.
5. Myron D. Fottler, "Is Management Really Generic?", in Joseph Kelly and V. V. Baba, eds. *Readings on How Managers Manage* (Englewood Cliffs, NJ: Prentice-Hall, 1981) and in Jeffrey D. Straussman, ed. *New Directions in Public Administration*, (Montgomery, CO: Brooks/Cole Publishing, 1983).
6. Myron D. Fottler, John R. Schermerhorn, John Wong, and William Money, "Multi-Institutional Arrangements in Health Care," in Samuel Levey and H. Paul Loomba, eds, *Health Care Administration: A Managerial Perspective* (Philadelphia: J. B. Lippincott, 1984), 131-148.
7. Myron D. Fottler, Howard L. Smith, and William L. James, "Profits and Patient Care Quality in Nursing Homes," in Sheldon S. Tobin, ed. *Current Gerontology: Long-term Care* (Gerontological Society of America, 1983), 117-123.
8. Myron D. Fottler and Donna G. Vaughn, "Multihospital Systems," in W. J. Wolper and J. J. Pena, eds. *Health Care Administration: Principles and Practices*, (Rockville, MD: Aspen Systems Corporation, 1987), Chapter 18, 246-265.
9. Myron D. Fottler and Joyce A. Lanning, "A Comprehensive Incentive Approach to Employee Health Care Cost Containment," in F. K. Foulkes, ed. *Human Resource Management Readings* (Englewood Cliffs, NJ: Prentice-Hall, 1989), 214-228.
10. Myra Crawford and Myron D. Fottler, "The Impact of Prospective Payment and DRG's on Health Care Management," in K. Darr and J. S. Rakich, eds. *Hospital Organization and Management: Text and Readings* (4th ed.), (Owings Mills, MD: National Health Publishing, 1989), 218-235.

11. Myron D. Fottler, "Strategic Human Resources Management," in H. Metzger's ed. *Handbook of Health Care Human Resources Management* (Rockville, MD: Aspen Systems, Corporation, 1990), 21-26.
12. Myron D. Fottler, "The Evolution of Manpower Utilization Patterns in Health Care and U.S. Industry: Implication for Multiskilled Health Practitioners," in K. D. Blayney, et. al, eds. *Healing Hands: Customizing Your Health Team for Institutional Survival* (Battle Creek, Michigan: W. G. Kellogg Foundation, 1992), 1-23.
13. John D. Hyde and Myron D. Fottler, "A Systems Analysis Approach to Developing a Multiskilled Health Practitioner," in K. D. Blayney, et. al., eds., *Healing Hands: Customizing Your Health Team for Institutional Survival* (Battle Creek, Michigan: W. K. Kellogg Foundation, 1992), 113-130.
14. Myron D. Fottler, "Employees Should Be Required to Provide Health Insurance for Employees as a Means of Insuring That All Citizens Have Access to Health Care," W. J. Duncan, P. W. Ginter, and L. E. Swayne, eds., *Strategic Issues in Health Care: Point and Counterpoint*, (Boston: PWS-Kent, 1992), 114-123.
15. Myron D. Fottler, Robert L. Phillips, John D. Blair, and Catherine A. Duran, "Achieving Competitive Advantage Through Strategic Human Resources Management," in S. Levey, ed., *Hospital Leadership and Accountability* (Ann Arbor: Health Administration Press, 1992), 325-347.
16. Carole W. Giardina, Myron D. Fottler, Richard M. Shewchuk, and Daniel B. Hill, "The Case for Diversification into Long-Term Care," in M. Brown, ed., *Health Care Management: Strategy, Structure, and Process* (Gaithersburg, MD: Aspen Systems, Inc., 1992), 123-134.
17. John A. Eudes, Kathy L. Divis, Donna G. Vaughan, and Myron D. Fottler, "Marketing Physician Services in an Academic Medical Center," in M. Brown, ed., *Health Care Marketing Management*, (Gaithersburg, MD: Aspen Publishers, 1992), 53-62.
18. Myron D. Fottler, and Lionel Repasky, "Attitudes of Hospital Executives Toward Product Line Management," in M. Brown, ed., *Health Care Marketing Management*, (Gaithersburg, MD: Aspen Publishers, 1992), 137-144.
19. Thomas A. D'Aunno, and Myron D. Fottler, "Motivating People," in Stephen M. Shortell and Arnold D. Kaluzny, eds. *Health Care Management: Organization Design and Behavior*, (Albany, NY: Delmar Publishers, 1993), 57-84.
20. Myron D. Fottler, "Who Matters to Hospitals and Why: Assessing Key Stakeholders," in P. Kobraik, ed. *The Political Environment of Public Management*. (New York: Harper and Collins, 1993), 35-54.
21. Myron D. Fottler, and Donna Malvey, "Multiprovider Systems," in L.F. Wolper, ed., *Health Care Administration: Principles and Policies*, (Gaithersburg, MD: Aspen Systems Corporation, 1995), 489-515.
22. Myron D. Fottler, "Complete Health," in J.S. Rakich, B.B. Longest, and K. Darr, eds. *Cases in Health Services Management*, (Baltimore, MD: Health Professions Press, 1995), 61-74.
23. John D. Blair, Terence T. Rock, Timothy M. Rotarius, Myron D. Fottler, Gena C. Bosse, and J. Matthew Driskell, "The Problematic Fit of Diagnosis and Strategy for Medical Group Stakeholders," in M. Brown, ed. *Integrated Health Care Delivery: Theory, Practice, Evaluation, and Prognosis* (Gaithersburg, MD.: Aspen Publishers, 1996), 96-117.
24. Thomas A. D'Aunno and Myron D. Fottler, "Motivating People," in Stephen M. Shortell and Arnold

- D. Kaluzny, eds. *Essentials of Health Care Management* (Albany, New York: Delmar Publishers, (1997), 67-98.
25. John D. Blair and Myron D. Fottler, "Effective Stakeholder Management: Challenges, Opportunities, and Strategies." In W.J. Duncan, P.M. Ginter, and L.E. Swayne, eds. *Handbook of Health Care Management*. (Cambridge, MA: Blackwell Publishers, 1998), 19-51.
 26. Myron D. Fottler, and Beth Woodard, "Job Analysis." In A.O. Kirkpatrick, and J.A. Johnson, eds. *Handbook of Health Administration* (New York: Marcel Dekker, 1999), 861-877.
 27. Myron D. Fottler and Donna Malvey, "Multiprovider Systems," In L.F. Wolper, ed. *Health Care Administration: Planning, Implementing, and Managing Organized Delivery Systems* (Gaithersburg, MD.: Aspen Systems, 1999), 53-87.
 28. Thomas A. D'Aunno, Myron D. Fottler, and Stephen J. O'Connor, "Motivating People," in Stephen M. Shortell and Arnold D. Kaluzny, eds. *Health Care Management: Organization Design and Behavior*, 4th ed. (Albany, New York.: Delmar Publishers, 2000), 64-105.
 29. John D. Blair, Myron D. Fottler, and Grant T. Savage, "Advances in Health Care Management: The Series", In J.D. Blair, M.D. Fottler, and G.T. Savage, eds. *Advances in Health Care Management, Vol.1* (Amsterdam.: JAI/Elsevier Science, 2000), 3-14.
 30. Myron D. Fottler, Grant T. Savage, and John D. Blair, "The Future of Integrated Delivery Systems: A Consumer Perspective." In J.D. Blair, M.D. Fottler, and G.T. Savage, eds. *Advances in Health Care Management, Vol.1* (Amsterdam.: JAI/Elsevier Science, 2000), 15-32.
 31. G. Tyge Payne, John D. Blair, and Myron D. Fottler, "The Role of Paradox in Integrated Strategy and Structure Configurations: Exploring Integrated Delivery in Health Care. In John D. Blair, Myron D. Fottler, and GrantT. Savage, eds: *Advances in Health Care Management, Vol.1* (Amsterdam: JAI/Elsevier Science, 2000), 109-141.
 32. Richard M. Shewchuk, Stephen J. O'Connor, Myron D. Fottler, and Hank Q. Trinh, "Understanding the Meaning of Health Care Management Research Through Use of a Cognitive Mapping Approach. In Myron D. Fottler, Grant T. Savage, and John D. Blair, eds. *Advances in Health Care Management, Vol.2* (Amsterdam: JAI/Elsevier Science, 2001), 63-90.
 33. John D. Blair, Myron D. Fottler, and Grant T. Savage, "Advances in Health Care Management: This Volume." In Myron D. Fottler, Grant T. Savage, and John D. Blair, eds. *Advances in Health Care Management, Vol. 2* (Amsterdam: JAI/Elsevier Science, 2001), 1-7.
 34. Myron D. Fottler, "Strategic Human Resources Management." In Bruce J. Fried and James A. Johnson, eds. *Human Resources Management in Health Services* (Chicago: Health Administration Press, 2002), 1-18.
 35. Myron D. Fottler, "Job Analysis and Job Design." In Bruce J. Fried and James A. Johnson, eds, *Human Resources Management in Health Services* (Chicago: Health Administration Press, 2002), 87-115.
 36. Myron D. Fottler, "Creating Customer Focus." In Bruce J. Fried and James A. Johnson, eds. *Human Resources Management in Health Services* (Chicago: Health Administration Press, 2002), 263-280.
 37. Grant T. Savage, John D. Blair, and Myron D. Fottler, "Advances in Health Care Management Overview." In Grant T. Savage, John D. Blair, and Myron D. Fottler, eds. *Advances in Healthcare*

- Management, Vol. 3*, (Amsterdam: JAI/Elsevier Science, 2002), 1-8.
38. Lynn Y. Unruh and Myron D. Fottler, "Nurse Staffing and Nursing Performance: A Review and Synthesis of the Relevant Literature" In Grant T. Savage, John D. Blair, and Myron D. Fottler, eds. *Advances in Health Care Management, Vol. 3* (Amsterdam: JAI/Elsevier Science, 2002), 11-44.
 39. John D. Blair, Starr A. Blair, Myron D. Fottler, Timothy W. Nix, G. Tyge Payne, and Grant T. Savage, "From Stakeholder Management Strategies to Strategic Styles: Serendipitous Research on Organizational Configurations." In Grant T. Savage, John D. Blair, and Myron D. Fottler, eds. *Advances in Health Care Management Vol. 3* (Amsterdam: JAI/Elsevier Science, 2002), 319-346.
 40. Myron D. Fottler and Donna Malvey, "Organized Delivery Systems." In L.F. Wolper ed. *Health Care Administration: Planning, Implementing, and Managing Organized Delivery Systems* (Sudbury, MA: Jones and Bartlett Publishers, 2004), 55-91.
 41. John D. Blair, Myron D. Fottler, and Albert Zapanta, "The Bioterrorism Formula: *Facing the Certainty of the Uncertain Future*." In John D. Blair, Myron D. Fottler, and Albert Zapanta, eds. *Advances in Health Care Management: Bioterrorism Preparedness Attack and Response Vol. 4* (Amsterdam: JAI/Elsevier, 2004), 3-24.
 42. Donna Malvey, Myron D. Fottler, George Buck, and Robert Frye "Responding to Bioterrorism: A lesson in Humility for Management Scholars," In John D. Blair, Myron D. Fottler, and Albert Zapanta eds. *Advances in Health Care Management: Bioterrorism Preparedness, Attack, and Response, Vol. 4* (Amsterdam: JAI/Elsevier Science, 2004), 183-109.
 43. Myron D. Fottler, Kourtney Scharoun, and Reid M. Oetjen, "Multiprovider Systems As First Line Responders to Bioterrorism Events: Challenges and Strategies". In John D. Blair, Myron D. Fottler, and Albert C. Zapanta, eds. *Advances in Health Care Management, Vol.4: Bioterrorism, Preparedness, Attack, and Response*. (Amsterdam: JAI/Elsevier Science, 2004), 185-214.
 44. Myron D. Fottler "Strategic Human Resources Management." In Bruce J. Fried, Myron D. Fottler, and James A. Johnson, eds. *Human Resources in Health Care* (Chicago: Health Administration Press, 2005), 1-18.
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 127. Donna Malvey, Eileen Hamby, and Myron D. Fottler, "E-Service Learning: A Pedagogic Innovation for Healthcare Management Education," *Journal of Health Administration Education* Vol.24(2) Spring 2006.

181-189.

128. Donna Malvey and Myron D. Fottler, "The Retail Revolution in Healthcare," *Health Care Management Review* Vol.31(3), July-Sept. 2006, 168-178(Lead Article).
129. Ryan Graves, Patrick A. Rivers, and Myron D. Fottler, "Proposed Hub-Network Model for Tissue Procurement: The Case of Arizona," *Health Services Management Research*. Vol. 19(4) Winter 2006, 223-231.
130. Dawn Oetjen, Myron D. Fottler, Lynn Y. Unruh and Zia Rehman, "Consumer Determinants of the Use of Health Plan Information in Plan Selection," *Health Services Management Research* Vol. 19(4), Winter 2006, 232-250.
131. Robert C. Ford, Stephen A. Sivo, Myron D. Fottler, and Duncan Dickson, "Aligning Internal Organizational Factors with a Service Excellence Mission," *Health Care Management Review*, Vol. 31(4), Oct.-Dec. 2006, 259-269 (Lead Article)
132. Michael Allison, Patrick A. Rivers, and Myron D. Fottler, "Future Health Delivery Models for Native American Tribes," *Public Health*, Vol. 121(1), February 2007, 296-307.
133. Myron D. Fottler, Robert C. Ford, and Karlene H. Roberts, "A Strategy to Implement Strategy: The Case of High-Reliability Organizations," *Health Care Management Review* (under review).
134. Chui-Young Roh, Keon-Hyung Lee, and Myron D. Fottler, "Does Hospital Competition Effect Rural Patients' Decisions to Bypass Their Local Hospital?," *Health Care Management Review* (under review)
135. Gary Strack, Myron D. Fottler, and Ann Osborne Killpatrick, "The Relationship of Healthcare Managers' Spirituality to Their Self-perceived Leadership Practices," *Health Services Management Research*. Volume 21 (4), November 2008: 236- 247.
136. Patrick A. Rivers, Myron D. Fottler, and Mustafa Younis, "Does Certificate of Need Really Contain Hospital Costs in the United States", *Health Education Journal*, 66(3), Fall 2007, 229-244.
137. Valerie C. Danesh, Donna Malvey and Myron D. Fottler. "Hidden Workplace Violence: What your nurses may not be telling you". *Healthcare Manager*. Vol. 27(4), October-December 2008: 357-363.
138. Chul-Young Roh, Keon-Hyung Lee, Myron D. Fottler. (2008) "Determinants of Hospital Choice of Rural Patients: The Impact of Hospital Network, Service Scope, and Market Competition." *Journal of Medical Systems*, 32(4):343-353.
139. Renee Brent-Hotchkiss, Myron D. Fottler, and Lynn Unruh, "Valuing Volunteers: The Impact of Volunteerism on Hospital Performance", *Health Care Management Review*, 34(2):119-128.
140. Patrick A. Rivers, Myron D. Fottler, and Jemina A. Frimpong, "The Effects of Certificate of Need Regulation on Hospital Costs," *Journal of Healthcare Finance*, Volume 36(4), Summer 2010, 1-15.
141. Renee Brent-Hotchkiss, Myron D. Fottler, and Lynn Unruh, "The Role, Measurement, and Impact of Volunteerism in Hospitals", *Non-Profit and Voluntary Sector Quarterly* (Under Review).
142. Kendall H. Cortelyou-Ward, Lynn Unruh, and Myron D. Fottler. "The Effect of Work Environment on Intent to Leave the Nursing Profession: A Case Study of Bedside Registered Nurses in Rural Florida," *Health Service Management Research*, Volume 23(3), October 2010: 185-192

143. Driscoll, A, Fottler, M, Liberman, A, Pitts, L, Wan, T. "Demand Study for Advanced Dental Hygiene Educational Degrees-Part 1 Assessing the Clinical Changes of our Population," *The Health Care Manager*, 30:1, January-March 2011.
144. Driscoll, A, Fottler, M, Liberman, A, Pitts, L, Wan, T. "Demand Study for Advanced Dental Hygiene Educational Degrees-Part 2 Assessing Educational Demand," *The Health Care Manager*, 30:1, April-June 2011.

National Proceedings

1. Myron D. Fottler, "The Effect of Workforce Skill Level and Workload on the Cost and Quality of Hospital Services," *Twenty-Third Annual Proceedings of the Industrial Relations Research Association*, (Madison: The Association, 1972), 108-115.
2. Myron D. Fottler, "Administrator Acceptance of the Nurse Practitioner: An Application of Innovation Theory to Health Care," *Academy of Management Best Paper Proceedings*, 1975, 402-404.
3. Myron D. Fottler, "Employer Participation in Social Action Programs: An Exploratory Study," 1977 *Academy of Management Best Paper Proceedings*, 1977, 271-285.
4. Trevor Bain and Myron D. Fottler, "Sources of Occupational Information Among High School Students," *Twenty-Ninth Annual Proceedings of the Industrial Relations Research Association* (Madison: The Association, 1978) 28-35. (Selected for publication in abridged form by the Monthly Labor Review, April 1978).
5. Trevor Bain and Myron D. Fottler, "C.E.T.A. Prime Sponsor Organization and Performance," *Thirty-Fourth Annual Proceedings of the Industrial Relations Research Association* (Madison: The Association, 1982), 33-40.
6. William L. James, Howard L. Smith, Myron D. Fottler, and William S. Peters, "The Relationship Between Environmental Influences and Managerial Activities," *Academy of Management Best Paper Proceedings*, 1982, 240-244.
7. Howard L. Smith, Myron D. Fottler, and William S. Peters, "The Relationship Between Environmental Influences and Managerial Activities," *Academy of Management Best Paper Proceedings*, 1983, 60-64.
8. Trevor Bain, Myron D. Fottler, and Monier Saleh, "Measuring CETA Agency Performance," *Thirty-Sixth Annual Proceedings of the Industrial Relations Research Association* (Madison: The Association, 1985), 473-479.
9. Debra Tennyson, and Myron D. Fottler, "Does System Membership Enhance Financial Returns in Hospitals?" *Academy of Management Best Papers Proceedings*, 1997, 123-127.
10. Lynn Unruh and Myron D. Fottler, "Measures of Nurse Staffing: Should We Account for Patient Turnover," *Academy of Management Best Papers Proceedings*, 2005.

PRESENTATIONS

More than 100 presentations at professional meetings of the Academy of Management, Association for Health Services Research, Association of University Programs in Health Administration, Southern Management

Association, the Southern Industrial Relations Academic Seminar, and Industrial Relations Research Association, and various universities.

CONSULTATION

Industrial Relations Research Association of Western New York

Development of in-service training program for high school teachers in the area of industrial relations (1969-1972).

Birge Company

Development of an in-service management training program for supervisors (1971-1972).

Choice

Provide book reviews for this monthly book selection journal published by The Association of College and Research Libraries, a division of the American Library Association. The Journal seeks to provide a reference and advisory guide to inform libraries, faculty, students, scholars, and the general public of significant current publications in terms of the relative place of the book in the literature in the field (1972-present).

State of Alabama Legislative Subcommittee on Public Health

Evaluation of the Medicaid program in the State of Alabama (1976-1977).

West Alabama Health Council

Evaluation of programs and services offered by the Consortium (1977).

Red Bay Rural Health Consortium

Evaluation of programs and services offered by the Consortium (1977).

McMillan, Mayfield, Irwin, John Wiley, and Jossey-Bass Publishers

Textbook consultant (1980-present).

California State University

Consultant for the proposed undergraduate health care program at California State University at San Bernadino (1979).

British Petroleum Company

Consultant on organization structure for British Petroleum Company, London, England (1980).

University of Washington

Consultant to the University of Washington on the topic of "Health Care Cost Containment" 1980).

Columbus Chamber of Commerce

Consultant to the Chamber of Commerce Health Care Committee, Columbus, Georgia, 1991-1992.

Different Legal Firms

Consultant on various cases in areas of personal injury, mental health, and managed care, 1990-present.

Monmouth University

Consultant to Monmouth University on development of a new health care management concentration within the M.B.A. program.

University of Central Florida

Consultant to the College of Health and Public Affairs on development of an accreditable masters program in health administration (1998).

Walden University

External evaluator for the Ph.D. program in health services (1998).

Southwest Texas State University

External consultant to evaluate a new proposed Ph.D. program in health services administration and policy.

Various Universities

Unpaid consultant to various universities on promotion and tenure decisions. Among these are the University of Kentucky, University of Miami, Texas Tech University, University of Toronto, West Virginia University, Clark University, Indiana University, Penn State University, the University of Colorado at Denver, Ohio State University, Oregon State University, the University of North Carolina at Chapel Hill and Cornell University, Tulane University, University of Alabama at Birmingham.

Birmingham News and Birmingham Post-Herald

Consultant to reporters on newspaper articles related to the health-care industry. Quoted about once a month from 1993 to 1999.

American Hospital Association-Chicago, IL.

Consultant on Human Resource Management Research Project (2008-2009).

BOOK REVIEWS

More than 100 book reviews in such journals as Choice, Inquiry, Journal of Health Administration Education, Academy of Management Review, Industrial and Labor Relations Review, and The Journal of Gerontology.

RESEARCH GRANTS

Manpower Substitution in the Hospital Industry - A \$5,000 dissertation grant from the Manpower Administration, U.S. Department of Labor. Final Report submitted December 1970.

Jobs Education, and Training: Research on a Project Combining On-the-Job and Literacy Training for the Disadvantaged (with John E. Drotning and David B. Lipsky) - a \$180,000 grant from the Bureau of Work Training Programs, U.S. Department of Labor. Final Report on this research submitted to Labor Department in March 1972.

Acceptability of the Nurse Practitioner Concept to Physicians and Health Care Institutions (with Geoffrey Gibson and Diane Pinchoff). Research assistance, clerical tasks, and computer tasks supported by the Lakes Area Regional Medical Program. Research report submitted to L.A.R.M.P., September 1974.

Evaluation of the Alabama Occupational Information System (with Trevor Bain) - \$8,000 contract between The University of Alabama and the Alabama Occupational Information System. Research report submitted September 1977.

Wage Determination in the Labor Market for Nurses University of Alabama, College of Commerce - \$500 research grant, 1976-1977.

Work Schedule Preferences of Registered Nurses \$2,000 University of Alabama Summer Research Grant, Summer 1978.

An Educational Program to Professionalize the Personnel Who Administer Employment and Training Programs, as mandated by C.E.T.A. (with Trevor Bain-Director) - 1978-1982. Co-author and Associate Director of a four-year Manpower Institutional Grant Program funded at \$130,000 per year for four years. Total grant was \$ 520, 000. This grant was used to upgrade graduate and undergraduate offerings in the Human Resource Management Program as well as to provide training opportunities for Employment and Training personnel in the Southeast region of the United States. Final report submitted October 1982.

An Evaluation of C.E.T.A. in Alabama (with Trevor Bain and Monier Saleh) \$8,000 grant from the State of Alabama Department of Industrial Relations. Final Report submitted December 1981.

The Impact of Data Capture Technologies on Personal Requirements in the VA Hospital System (with S.R. Hernandez, and Merida Johns). \$80,000 grant from U.S. Department of Veterans Affairs.

Medical Groups Face the Uncertain Future: Challenges, Opportunities, and Strategies (with John Blair and John Buesler). \$40,000 grant from Abbott Laboratories and The Medical Management Association, Final Report Submitted Fall 1995.

Follow-Up and Evaluation of a Provider-Developed Report Card (Co-Investigator with Donna Slovensky). \$7,000 grant from St. Vincent's Hospital, Birmingham, AL. Final Report Submitted Summer 1997.

Uncompensated Care Provided Through the Emergency Department at Florida Hospital. \$49,000 grant from the Florida Hospital.

Customer Service in Orthopedic Care at Winter Park Memorial Hospital. (Principal Investigator). \$69,000 grant from Winter Park Memorial Hospital.

EXECUTIVE EDUCATION AND INVITED LECTURES

Government Regulations Affecting Business,” presented before business executives in the Management Associates Program, S.U.N.Y. at Buffalo, November 15, 1971.

“The Management and Significance of Productivity,” presented before human resources executives and labor leaders from Western New York, The Industrial Relations Research Association of Western New York, February 24, 1974.

“Increasing Managerial Effectiveness,” presented before business executives in the Management Associates Program, S.U.N.Y. at Buffalo, May 16, 1993.

“Manpower Program Monitoring and Evaluation,” presented before Community leaders at the National Association for Community Development Conference, Buffalo, New York, December 7, 1974.

“Problems and Issues in Health Care Delivery,” presented before a television audience, WBEN-TV, Buffalo, New York, April 28-30, 1975.

“Issues in Health Care,” presented to a radio audience, WERC-AM, Birmingham, Alabama, August 25, 1984.

“Health Care Cost Containment Options for Employers,” presented to business executives who were members of the Council of the Conference Board, Marco Island, Florida, February 1, 1983.

“Managing Organizational Decline in Health Care Organizations,” presented before health care executives at the U.A.B. Annual Symposium for Health Care Executives, Sandestin, Florida, August 1983.

“The Impact of Prospective Pricing on the Future of Health Care Delivery,” presented before health care executives at the Birmingham Regional Hospital Council, October 20, 1984.

“The Employer Coalition as a Multi-Institutional Arrangement in Health Care,” invited lecture presented to faculty and Ph.D. students at the Duke University Medical Center, February 21, 1985.

“The Effective Health Care Organization,” invited lecture presented before faculty, students, and health care executives at the Texas Tech University Distinguished Speaker Series, April 1988.

“Stakeholder Management in Health Care Organizations,” presented before health care executives at the U.A.B. Annual Symposium for Health Care Executives, Sandestin, Florida, August 1990.

“Stakeholder Management in Health Care Organizations,” invited lecture presented before faculty and students at the Army-Baylor M.S.H.A. program, Fort Sam Houston, Texas, November 1992.

“Management of Strategic Stakeholder Relationships in Medical Group Practices,” invited one-day program (with John Blair) for medical practice executives at the Medical Group Management Association National Meeting, New Orleans, LA, October 1995.

“Managing your Stakeholder in Integrated Health Systems,” presented to medical practice executives at the national conference on “Integrated Delivery Systems” sponsored by the Medical Group Practice Association, Denver, CO, March 1996.

“Determining Your Strategic Web,” presented to medical practice executives at the Strategic Leadership Co-sponsored by the American College of Medical Practice Executives, MGMA Society for Physicians in Administration, and Arthur D. Andersen, Inc., Keystone, Colorado, September 1997.

“Navigating Your Competitive Web: Making Strategy Work,” presented to medical practice executives at the Strategic Leadership Institute co-sponsored by the American College of Medical Practice Executives, MGMA Society for Physicians in Administration, and Arthur D. Andersen, Inc., Keystone Colorado, September 1997.

“Navigating All Your Webs: Piloting Your Group’s Future” presented to medical practice executives at the Strategic Leadership Institute co-sponsored by the American College of Medical Practice Executives, MGMA Society for Physicians in Administration, and Arthur D. Andersen, Inc., Keystone, Colorado, September 1997.

“Determining Your Strategic Web: Leadership Challenges and Choices” presented to Medical Practice Executives at the Strategic Leadership Institute co-sponsored by the American College of Medical Practice Executives, MGMA Society for Physicians in Administration, and Arthur Andersen, San Antonio, March 1998.

“Determinants of Medical Practice Organizational Performance,” presented to the Physician Executive Program, University of South Florida College of Public Health, February 1999.

“Enhancing Customer Service in Oncology and Hematology.” Presented to the Michigan Society for Oncology and Hematology, University of Central Florida, November 2004.

“Health Services in Retail Outlets,” Presented to the UCF Presented to the UCF Public Television Station, Cocoa Beach Campus, March 2007.

DOCTORAL DISSERTATION COMMITTEES

Chaired twenty-one dissertation committees and served as a committee member for twenty-eight other dissertations as follows:

Dissertation Committee Chair for Monier Saleh (1981-1982), Joyce A. Lanning (1984-1987), Linda S. Widra (1987-1988), Sharon Topping (1990-91), John D. Hyde (1993-1994), Charles Wainright (1994-1995), Andrea Silvey (1994-1995), Donna Malvey (1994-1995), Donna Slovensky (1995-1996), Patricia Greenup (1995-1997), Jesse Tucker (1997-1998), S. Douglas Smith (1996-1999), Joanne McGlown (1996-1999), Beth Woodard (1997-1999), Dawn Oetjen (1998-1999), Judy Ortiz (2001-2003), Mark Johnson (2003-2005), Kendall Courtelyou-Ward (2004-2007), John Cantiello (2006-2007), Richard Bonnell (2006-2008), and Renee Brent-Hodgekiss (2006-2007).

Dissertation Committee Member for John Wong (1982-1983), Thomas McIlwain (1985-1987), Mei-Ling Tseng (1989-1990), William Koehler (1989-1990), Carol Giardina (1990-1991), Jack Taylor (1990-1991), Priscilla Roberts (1989-1993), Eleanor Howell (1990-1993), Judy Pemberton (1990-1993), Gail Hill (1991-1993), Randal Robertson (1991-1993), Elaine Asper (1991-1993), Chang Yang (1993-1994), John White (1993-1995), Al Baldwin (1994-1995), LaDon Jones (1994-1995), Terrie Reeves (1994-1995), Qing Li (1995-1996), Debra Tennyson (1995-1996), Patrick Rivers (1996-1997), Dawn Bendall (1996-1998), Pamela Spencer (1996-1998), Cindy Broyles (2001-2003), Hayden Smith (2005-2006), Diane Ross (2005-2008), Michelle Chandler (2005-2008), Cary Thaldorf (2006-2008), and Jennifer James-Mesloh (2006-2010), Annelise Driscoll (2008-2009), Gerald Breen (2010), Alice Noblin (2008-2010), Nathani Meemon (2010- 2011), and Jun Paek (2010- 2011).

PERSONAL INTERESTS

Jazz and tennis.

REFERENCES

Available upon request.